



Sabre Supplier Code of Conduct

Our Corporate Responsibility Mission

Our corporate responsibility mission is to Use our leading position as a technology company to drive positive social and environmental change together with the travel industry.

Our Corporate Responsibility Commitment

Being a leader brings great responsibilities to innovate and advocate for a healthy and sustainable industry, to support the communities in which we live and do business, and to take care of our people and our planet. Sabre is committed to these responsibilities; it's part of our culture – it's what makes us who we are.

Sabre is committed to providing our customers with products and services that help them promote responsible and sustainable travel; advocating for sustainable business practices in travel and tourism; making a positive impact on our people and the communities we touch; and minimizing the environmental impact of our global business operations.

Sabre is committed to providing a workplace free of discrimination and sexual harassment, as well as harassment or discrimination based on race, color, creed, religion, sex, national origin, marital status, age, sexual orientation, gender identity characteristics or expression, genetic information, physical or mental disability, pregnancy, medical condition, or any other basis protected by law.

Supplier Code of Conduct

Committing to Corporate Responsibility and minimizing the impact of our global business operations includes engaging our direct and indirect suppliers, vendors and contractors (collectively, our "Suppliers") in our pursuit for ethical business performance, environmental quality and social responsibility in our own company as well as in our value chains. We therefore expect our Suppliers (and their affiliates) to acknowledge and comply with this Supplier Code of Conduct.

The following document outlines the behaviors, processes and procedures which we observe as the minimum standards for conducting business in a safe, professional, legal and ethical manner and in a way that demonstrates corporate social and environmental responsibility.

- **Ethical business practices** Our Suppliers must accept personal responsibility for behaving professionally, ethically and with integrity and fairness.
- **Social behavior** Our Suppliers must conform to the relevant international labor standards.
- **Environmental behavior** Our Suppliers must recognize the crucial importance of their role in reducing environmental impacts.

Ethical Business Practices

Sabre aspires to the highest standards of ethical conduct and we expect our Suppliers to aspire to these same standards in their business practices and daily interactions in such that they;

- Have implemented basic business principles in a Code of Business Standards or similar policy, including such items as adherence to local laws and a stand against bribery and corruption



- Operate in full compliance with international, national and local laws and regulations that are applicable to their business operations
- Value free and fair competition throughout the world, and therefore comply with competition laws in all areas in which they operate and implement strict policies in this respect
- Respect the applicable trade laws and restrictions and implement strict policies to ensure compliance therewith
- Refrain from any form of corruption including extortion and active or passive bribery
- Respect that Sabre employees do not give or accept any gift or favor that could compromise or raise doubts about the neutrality of the decisions made by Sabre or its employees
- Disclose to Sabre all available information about any known conflict of interests with Sabre, including financial interests of a Sabre employee in any of suppliers' businesses
- Protect all confidential information provided by Sabre and its respective business partners
- Ensure that accounting records and supporting documents show a true, fair and complete picture and reflect the nature of the underlying transactions in accordance with applicable standards
- Strive to maintain policies and plans that mitigate exposure to terrorism, crime, threats, pandemics, natural disasters and related major accidents

Social Behavior

Sabre expects Suppliers to respect the human rights of their employees and others and to comply with all relevant legislation, regulations and directives in the countries and communities in which they operate in such that they;

- Prohibit the use of forced labor and give workers, whether local or migrant, the right and the ability to leave employment when they choose
- Ensure that child labor is not used and that the employment of young workers adheres to all applicable laws and regulations
- Ensure that wages meet legally mandated minimums and industry standards without unauthorized deductions
- Ensure that working hours are in accordance with local laws and regulations and industry practice and voluntary overtime is at manageable levels
- Treat all employees fairly and ensure the work environment is free from harassment and discrimination based on race, color, creed, religion, sex, national origin, marital status, age, sexual orientation, gender identity characteristics or expression, genetic information, physical or mental disability, pregnancy, medical condition, or any other basis protected by law.
- Do not unlawfully hinder the right of workers to legally organize and join associations such as labor unions
- Provide clear and uniformly applied disciplinary practices and grievance procedures that include provisions prohibiting mental, physical or verbal abuse
- Provide a safe work environment, abiding by local laws and regulations, and respecting the health and well-being of its workforce.
- Respect the human rights of the communities in which they operate
- Strive to improve the communities in which they operate
- Support and advocate for industry policies and practices that will end human trafficking and exploitation of children



Environmental Behavior

Sabre expects its Suppliers to support its goals around environmental efficiency and protection in such that the Supplier;

- Has a person or team responsible for environmental management
- Has a written environmental policy appropriate to the size and nature of the Supplier's operations that, in its fullest form, addresses CO2 emissions, waste, energy, water and wood & paper management
- Has an effective internal environmental management program focused on improvements, including a reduction in raw materials, energy, emissions, discharges, noise, waste and reliance on natural resources and hazardous substances by means of clear targets and improvement policies
- Abides by all legislation and regulations related to the protection of the environment and the safe handling, storage, transportation, utilization and disposal of dangerous waste and hazardous materials
- Keeps dangerous and/or Hazardous Materials to a minimum and makes Material Safety Data Sheets available for all hazardous materials that are necessary
- Evaluates the impact of their activities on local residents, for example safety aspects, emissions, and waste and works actively to pursue initiatives that improve the environment in the communities in which they operate
- Has identified the risks and environmental impact attached to their products during the production, distribution and transportation process in accordance with the principles of product stewardship, as well as their entire lifecycle and looks for opportunities to reduce these
- Continually evaluates and improves their products, working methods, production processes and services
- Makes reasonable and practicable efforts to implement an emergency response program that addresses the most likely anticipated emergencies

Communication and Cooperation

Through dialogue with our Suppliers, governments, regulatory agencies and other relevant stakeholders we aspire to uphold this Supplier Code of Conduct and to encourage business and community practices that make progress towards the common aim of a sustainable economy, society and planet. Learn more about our Corporate Responsibility activities, policies and procedures on our website.